



CREATE CLASSIFICATION, AMEND THE NUMBER OF AUTHORIZED POSITIONS, AND CREATE A NEW PAY RANK FOR THE FIRE DEPARTMENT PAY

OR-19-009

June 18, 2019

Background

2

- Civil Service system was established on August 13, 1977.
- City Council must approve Civil Service authorizations and classifications by ordinance.
- Killeen Fire Department (FD) Civil Service current staffing is as follows:
 - 183 Fire Rescue Officers
 - 36 Fire Captains
 - 6 Battalion Chiefs
 - 4 Deputy Chiefs

Discussion

3

- ❑ Reclassify one Deputy Chief position to Assistant Chief of Fire by appointment in accordance with Local Government Code 143.014.
- ❑ Appointment of an Assistant Chief of Fire ensures public safety fire industry best practices by defining responsible authority within the Killeen Fire Department.
- ❑ Monitors and implements policies and standard operating procedures, standard operating guidelines, rules compliance, and direction to all fire department divisions.

Discussion

4

- ❑ Approved by the Killeen Civil Service Commission on March 18, 2019.
- ❑ Reclassification cost will be \$2,423 and funds are budgeted in the FY 19 Fire Department budget.
- ❑ This action will also create a new pay rank in the Fire Department pay plan and it will not impact the total authorizations of the Fire Department.

Fire Department Strength of Force

5

Current Strength of Force for KFD		Revised Strength of Force for KFD	
Fire and Rescue Officer	183	Fire and Rescue Officer	183
Fire Captain	36	Fire Captain	36
Battalion Chief	6	Battalion Chief	6
Deputy Chief of Fire	4	Deputy Chief of Fire	3
Assistant Chief of Fire	0	Assistant Chief of Fire	1

Alternatives

6

- ❑ Not modify the organizational structure of the fire department and pay rank leaving a void in stability of authority.
- ❑ Remove one (1) Deputy Chief of Fire and reclassify authorization by changing the position to (1) Assistant Chief of Fire by appointment and by adding a pay rank to the FD pay plan.

Staff Recommendation

7

- ☐ Staff recommends that City Council approve the ordinance creating the classification of Assistant Chief of Fire;
- ☐ Amend the number of authorized Civil Service positions for the FD by removing one (1) Deputy Chief of Fire and reclassify the authorization by changing the position to (1) Assistant Chief of Fire, by appointment, and;
- ☐ Approve the new pay rank of Assistant Chief of Fire.